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Agenda item 139

Resolution adopted by the General Assembly on 27 December 2013

[*on the report of the Fifth Committee (A/68/690)*]

68/252. Human resources management

The General Assembly,

Recalling Articles 8, 97, 100 and 101 of the Charter of the United Nations,

Recalling also its resolutions 49/222 A and B of 23 December 1994 and 20 July 1995, 51/226 of 3 April 1997, 52/219 of 22 December 1997, 52/252 of 8 September 1998, 53/221 of 7 April 1999, 55/258 of 14 June 2001, 57/305 of 15 April 2003, 58/285 of 8 April 2004, 58/296 of 18 June 2004, 59/266 of 23 December 2004, 59/287 of 13 April 2005, 60/1 of 16 September 2005, 60/238 of 23 December 2005, 60/254 of 8 May 2006, 60/260 of 8 May 2006, 61/244 of 22 December 2006, 61/276, section VIII, of 29 June 2007, 62/238, section XXI, of 22 December 2007, 62/248 of 3 April 2008, 63/250 of 24 December 2008, 63/271 of 7 April 2009, 65/247 of 24 December 2010, 66/234 of 24 December 2011 and 67/255 of 12 April 2013, as well as its other relevant resolutions and decisions,

Having considered the relevant reports of the Secretary-General on human resources management submitted to the General Assembly,[1] the letter dated 22 October 2013 from the President of the General Assembly to the Chair of the Fifth Committee transmitting the letter dated 18 October 2013 from the Secretary-General to the President,[2] and the related reports of the Advisory Committee on Administrative and Budgetary Questions,[3]

Having also considered the reports of the Joint Inspection Unit on the review of individual consultancies in the United Nations system,[4] on lump-sum payments in lieu of entitlements[5] and on staff recruitment in United Nations system organizations: a comparative analysis and benchmarking framework,[6] as well as the

[1] A/68/129, A/68/130, A/68/348, A/68/356, A/68/358, A/68/483 and A/68/495.

[2] A/C.5/68/10.

[3] A/68/523, A/68/580, A/68/601 and A/68/615.

[4] A/68/67.

[5] A/68/373.

[6] A/67/888.

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notes by the Secretary-General transmitting his comments and those of the United Nations System Chief Executives Board for Coordination thereon,[7]

1. *Reaffirms* that the staff of the United Nations is an invaluable asset of the Organization, and commends its contribution to furthering the purposes and principles of the United Nations;

2. *Pays tribute* to the memory of all staff members who have lost their lives in the service of the Organization;

3. *Endorses* the conclusions and recommendations contained in the reports of the Advisory Committee on Administrative and Budgetary Questions,[8] subject to the provisions of the present resolution;

I

Human resources management reform

4. *Affirms* the distinct roles of the principal organs of the United Nations in personnel matters, reaffirms that the Fifth Committee is the appropriate Main Committee of the General Assembly entrusted with responsibilities for administrative and budgetary matters, and also reaffirms the role of the Committee in carrying out an appropriately thorough analysis of human and financial resources and policies and approving them;

5. *Welcomes* the ongoing efforts of the Secretary-General to develop a refined performance management framework for the Organization, and requests the Secretary-General to submit to the General Assembly for consideration at its sixty-ninth session a comprehensive performance management proposal, including all necessary modalities and recommendations;

6. *Requests* the Secretary-General to report on progress in preparing the comprehensive performance management proposal through an information briefing to be held no later than the end of the second part of the resumed sixty-eighth session of the General Assembly;

7. *Emphasizes* that the overarching objective of the performance management proposal should be to credibly and effectively measure performance, reward good performance and sanction underperformance and that it should be easily understood by staff and management;

8. *Stresses* that the sanctioning of underperformance is crucial to ensure the efficient and effective execution of mandates, and urges the Secretary-General to clarify and simplify policies and procedures related to underperformance, bearing in mind the lessons learned from the jurisprudence of the administration of justice system;

9. *Emphasizes* the fundamental importance of human resources management reform in the United Nations as a contribution to the enhancement of the efficiency and effectiveness of the United Nations and of the international civil service, and reaffirms its commitment to the implementation of these reforms;

10. *Reaffirms its support* for the integrity and independence of the international civil service;

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[7] A/67/888/Add.1, A/68/67/Add.1 and A/68/373/Add.1.

[8] A/68/523 and A/68/580.

11. *Urges* the Secretary-General to ensure that the lessons learned from the implementation of previous reforms are taken into consideration in the formulation of new proposals;

12. *Requests* the Secretary-General, in the context of the ongoing human resources management reforms and business transformation projects, to continue to ensure the equal treatment of candidates with equivalent educational backgrounds during the recruitment process, taking fully into account the fact that Member States have different education systems and that no education system shall be considered the standard to be applied by the Organization;

II

Composition of the Secretariat

13. *Recalls* paragraph 5 of the report of the Advisory Committee,[9] and requests the Secretary-General to supplement the raw data presented in the composition report with additional analysis of demographic trends and possible underlying reasons for those trends;

14. *Also recalls* paragraph 11 of the report of the Advisory Committee, and stresses the need for greater efforts to improve the representation of women in the Secretariat, while complying with Article 101 of the Charter of the United Nations;

15. *Underlines* the need for a comprehensive and robust workforce planning system as a key component of human resources management, and expresses serious concern that the current staffing structure does not reflect an existing effective workforce planning system;

16. *Urges* the Secretary-General to develop a workforce planning system as a matter of priority and to present it to the General Assembly for consideration at its sixty-ninth session, and encourages the Secretary-General to recommend future changes to the staffing structure in the light of the system that is adopted;

17. *Recalls* paragraph 7 of the report of the Advisory Committee, stresses the importance of the rejuvenation of the Secretariat, and requests the Secretary-General to continuously monitor demographic trends and report thereon in his reports on the composition of the Secretariat;

18. *Requests* the Secretary-General to develop and implement measures to accelerate the placement of successful candidates from the young professionals programme roster, and to report on progress in this matter to the General Assembly at its sixty-ninth session;

19. *Emphasizes* the important role of the young professionals programme in improving the geographical representation of underrepresented and unrepresented Member States, requests the Secretary-General to continue his ongoing efforts in this regard, and notes that from some Member States no candidates have passed the examination for the programme;

[9] A/68/523.

III

Practice of the Secretary-General in disciplinary matters and possible criminal behaviour

20. *Commends* the Secretary-General for eliminating the backlog of disciplinary cases, and urges him to keep the management of disciplinary cases under close review, to intensify his efforts to complete such cases in a timely manner and to take additional steps to ensure that backlogs of cases do not recur in the future;

21. *Invites* the Secretary-General to provide in future reports, as far as possible, additional information on trends regarding the outcome of appeals relating to disciplinary measures;

22. *Encourages* the Secretary-General to finalize swiftly the new administrative instruction on investigations and the disciplinary process and to launch an informational campaign aimed at reminding staff members of their responsibility to report allegations of wrongdoing or misconduct through the appropriate channels;

23. *Stresses* the importance of taking all measures necessary, as appropriate, to mitigate and recoup any losses arising from relevant acts of misconduct of staff members, and requests the Secretary-General to report to the General Assembly on efforts taken in this regard in his next report on human resources management;

IV

Amendments to the Staff Regulations and Rules

24. *Approves* the proposed amendments to the Staff Regulations,[10] and notes the amendments to the Staff Rules set out in the report of the Secretary-General;[11]

25. *Recalls* paragraph 24 of the report of the Advisory Committee, and encourages the Secretary-General to continue to make every effort to ensure that his zero-tolerance policy on sexual exploitation and abuse is enforced at all times by all United Nations personnel;

V

Activities of the Ethics Office

26. *Commends* the Ethics Office on its exceptional ongoing efforts to foster a culture of ethics, integrity, transparency and accountability in the Organization, and welcomes the efforts of the Office to increase awareness of ethics-related issues through outreach, training and education;

27. *Welcomes* the reduced costs of implementing the voluntary financial disclosure initiative as a result of the new contract arrangements for external review services, and in this regard looks forward to the outcome of the review of the regulatory framework of the financial disclosure initiative;

28. *Takes note* of paragraph 31 of the report of the Advisory Committee, and recalls paragraph 40 of its resolution 64/243 of 24 December 2009;

[10] A/68/129, annex I.

[11] Ibid., annex II.

29. *Welcomes* the initiation of work by the Office on an independent and comprehensive review of the existing policy and practices for protection of staff against retaliation, and looks forward to reviewing at its sixty-ninth session the report of the Secretary-General on the modalities and recommendations for enhancing that policy;

VI

Secondment of active-duty military and police personnel

30. *Takes note* of the report of the Advisory Committee;[12]

31. *Requests* the Secretary-General to extend for a further three years the exceptional measures authorized in paragraph 21 of its resolution 67/287 of 28 June 2013, and to intensify his engagement with Member States with a view to identifying alternative solutions for addressing the conflicts between national legislation and the United Nations staff regulations and rules regarding the secondment of active-duty military and police personnel;

32. *Also requests* the Secretary-General to submit to the General Assembly for consideration at the main part of its seventieth session a report regarding developments on this issue and, if necessary, a new proposal;

VII

Placement of United Nations staff members who have been adversely affected by natural disasters, malicious acts and critical incidents

33. *Welcomes* the efforts of the Secretary-General to address the particular needs of staff members of the United Nations who have been adversely affected by natural disasters, malicious acts and other critical incidents;

34. *Takes note* of paragraph 1 of the report of the Advisory Committee;[13]

35. *Also takes note* of paragraph 8 of the report of the Advisory Committee, and decides that the scope of the proposal under consideration or of any future proposals in this regard should not be expanded to include issues such as workplace harassment, for which relevant procedures already exist;

VIII

Other matters

36. *Decides* to defer consideration of the proposal of the Secretary-General on mobility to the first part of the resumed sixty-eighth session of the General Assembly.

72nd plenary meeting
27 December 2013

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[12] A/68/615.

[13] A/68/580.